

أثر تطبيق خصلتين إسلاميتين (الصدق والإتقان) من الموظفين على أداء المنظمة

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Introduction

“Attitudes are more important than facts. “George MacDonald. This is a critical quote because, in our time, we need to see examples more than words. From personal experiences of living in a non-Islamic country for six years, I have been hit with an unpleasant phenomenon. In general, Muslims have lower performance in jobs than others, such as project managers in construction companies. Many company owners are more likely to hire non-Islamic people because of their performance. As Muslims, thanks to Allah, we know that the Islamic religion encourages people to do their job honestly and perfectly.

Research problem.

Therefore, it is essential to highlight this dilemma of bad reputation and educate people to distinguish the difference between Islam as a religion and, unfortunately, many Muslims' attitudes in the work field nowadays.

The importance of the research

It is vital to highlight this issue to educate others because of the following:

- To stop hurting our great religion through others who are using our bad attitude to reflect on the religion itself.
- To educate ourselves about how much harm we do to our religion by keeping this lousy attitude.
- We must highlight the significant positive impact of changing our bad attitude and being responsible.

Research Hypotheses

By answering the following question, it would reach the research goal. How do two Islamic characteristics (**honesty and Mastery**) impact organizational performance, finances, and quality?

Literature review

Effects of Self-Monitoring on Technical, Contextual, and Assignment-Specific Performance: A Study of Cross-National Work Performance Ratings

<https://journals.sagepub.com/doi/abs/10.1177/1059601100252004>

This study shows a significant positive impact on a person with high self-monitoring performance. Which is essential to highlight here. It must be Muslims who follow his religious instructions regarding the working field who have high performances.

The effect of educational qualification on job performance: The case of Social Security Commission in Namibia (SSC)

<https://repository.unam.edu.na/handle/11070/1441>

"The study findings confirmed that educational qualifications significantly affect job performance." Abstract.

This study is essential to show the importance of qualifications for a high-quality output in job performance.

Research methodology.

Inductive approach – experimental method

Gathering information from the following:

- I have experience and observation as an Al Dossary Sons Construction Limited project manager.
- My relationship with many companies' owners in the eastern region.
- My relationship with some managers in Aramco company.
- My relationship with some employees.

To find out the following:

- What is the relationship between having self-monitoring and qualifications on company performance financially and quality?
- The perspective of Those owners, managers, and colleagues about Muslim vs non-Muslim performances.
- Those employees' opinions of Muslims vs non-Muslims as leaders affect performance as well.
- Then, the results from this small slide of people are applied to a broader slide.

Research limits.

However, as a limitation of this study, it lacks a broader range of Muslim slides regarding their rising families and societies, nationalism, perfectionism, and work environments, either private or government.

The general perception of the research structure

- In the Holy Quran (26) قَالَتْ إِحْدَاهُمَا يَا أَبَتِ اسْتَأْجِرْهُ إِنَّ خَيْرَ مَنِ اسْتَأْجَرْتَ الْقَوِيُّ الْأَمِينُ

- In the hadeeth Sharef روى الإمام البيهقي رحمه الله عن أم المؤمنين عائشة بنت الصديق رَضِيَ اللَّهُ عَنْهَا وعن أبيها أنها قالت قال رسول الله صَلَّى الله عَلَيْهِ وَسَلَّمَ: إِنَّ اللَّهَ تَعَالَى يُحِبُّ إِذَا عَمِلَ أَحَدُكُمْ عَمَلًا أَنْ يُثَقِّنَهُ .. الحديث

Content index:

Abstract

- **Introduction**
- **The first chapter:**
Proving those two characteristics is encouraged in the Islamic religion.
- **The second chapter:**
Highlight the problems (Muslim negative repetition in the workplace)
- **Third chapter:**
I will highlight the effect of Honestly (self-monitoring) on financial and quality organizational performance.
- **Fourth chapter:**
I will highlight the effect of Mastery (qualification) on financial and quality organizational performance.
- **Summary:**
We will highlight Hugh's impact on people's perspective about Islam once they separate Islam from many Muslims nowadays.
I will highlight the significant positive impacts on Muslims' manhood reputation if the majority follow those two characteristics.
- **Resources and References**

Initiated research list.

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The effect of applying two Islamic characteristics (honesty and Mastery) on an organization's .
performance

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